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SAP C_BCHCM_2502 Exam Syllabus Topics:

Topic	Details
Topic 1	Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions: This section of the exam measures the skills of SAP Solution Consultants and covers the integration and value proposition of SAP SuccessFactors HCM within the broader SAP Business Suite. It includes understanding how SuccessFactors complements existing SAP systems, supports cloud transformation, and enables businesses to shift from transactional systems to strategic HR processes. The section evaluates the ability to communicate the benefits and positioning of SuccessFactors in line with modern enterprise needs.
Topic 2	SAP SuccessFactors Core HR and Payroll: This section of the exam measures the skills of HR Technology Analysts and focuses on core human capital management capabilities offered by SuccessFactors. It includes topics related to Employee Central, payroll integration, and localization. The goal is to assess the understanding of how core HR data is managed, maintained, and used for payroll and compliance purposes within a global framework using SAP's cloud-based HR solutions.
Topic 3	SAP SuccessFactors Talent Management: This section of the exam measures the skills of Talent Management Specialists and covers areas related to recruiting, onboarding, learning, performance, goals, and succession planning within the SuccessFactors suite. It evaluates knowledge of how these modules work together to support the full talent lifecycle and how they help organizations attract, develop, and retain top talent through an integrated and strategic approach to talent management.

SAP Certified Associate - Positioning SAP Business Suite via SAP SuccessFactors HCM Solutions Sample Questions (Q20-Q25):

NEW QUESTION # 20

What is the role of SAP LeanIX in supporting the integration of SAP SuccessFactors Employee Central with other systems?

- A. Automating HR workflows
- B. Providing data-driven insights for strategic decision-making
- C. Managing complex IT landscapes**
- D. Creating comprehensive reports for HR processes.

Answer: C

Explanation:

Solution:

C . Managing complex IT landscapes

According to learning.sap.com, SAP LeanIX is used to manage complex IT landscapes, providing a comprehensive view of application portfolios, technology dependencies, and enterprise architecture. This supports seamless integration between SAP SuccessFactors Employee Central and other systems, aiding IT governance and strategic alignment.

- ☐ A. Automating HR workflows - This is a capability of SAP Signavio or BTP, not LeanIX.
- ☐ B. Creating comprehensive reports for HR processes - While LeanIX can improve reporting capabilities, its primary role is landscape management, not HR reporting.
- ☐ D. Providing data-driven insights for strategic decision-making - LeanIX supports insights in the context of IT architecture, but this isn't its primary defined role in the integration scenario.

Final correct answer (from learning.sap.com): C. Managing complex IT landscapes.

NEW QUESTION # 21

How does SAP SuccessFactors support HR leaders with the help of AI agents?

- A. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes**
- B. By leveraging predictive analytics to forecast customer behavior, identifying churn risks, and uncovering new opportunities for

engagement

- C. By enhancing buying decisions with unified supplier information and customizable workflows for supplier qualification
- D. By identifying and addressing modern supply chain challenges

Answer: A

Explanation:

Solution:

B. By streamlining workforce planning, enhancing employee interactions, and optimizing HR processes - according to learning.sap.com, SAP SuccessFactors (part of the SAP Business Suite) uses AI agents to help HR leaders by:

- * Automating and improving workforce planning through autonomous analysis of SAP and third-party data
- * Enabling more engaging, AI-driven employee experiences
- * Optimizing HR processes for greater efficiency.

The other options are not applicable:

- * A focuses on supplier information and workflows, which is outside the HR domain.
- * C addresses customer behavior and churn - that's a sales/marketing use case, not HR.
- * D relates to supply chain challenges, not the HR capabilities of SuccessFactors.

Correct answer: B.

NEW QUESTION # 22

What is the primary focus of Diversity, Equity & Inclusion in the context of people sustainability?

- A. To maximize individual growth potential
- **B. To promote a sense of belonging for all employees**
- C. To prioritize physical health and safety in the workplace
- D. To ensure financial well-being and stability for all employees

Answer: B

Explanation:

Solution:

A. To promote a sense of belonging for all employees

According to learning.sap.com, in the context of people sustainability's Diversity, Equity & Inclusion (DEI) pillar, the focus is on:

* "treating each individual fairly and equitably, regardless of social identity ... and ensuring they feel a sense of true belonging"

- ☐ B. To maximize individual growth potential - More aligned with the Empowerment & Growth sustainability pillar.
- ☐ C. To prioritize physical health and safety in the workplace - Falls under the Health & Safety pillar.
- ☐ D. To ensure financial well-being and stability for all employees - Linked to the Well-being & Balance pillar.

Final correct answer (from learning.sap.com): A. To promote a sense of belonging for all employees.

NEW QUESTION # 23

How does the SAP Business Suite help Chief Human Resource Officers and their teams to achieve their top objectives? Note: There are 3 correct answers to this question.

- **A. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve**
- B. By managing uncertainty via real-time planning and scenario analysis
- **C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape**
- D. By maintaining customer data for accurate analysis
- **E. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages**

Answer: A,C,E

Explanation:

Solution:

Based on learning.sap.com, the three correct ways SAP Business Suite helps CHROs achieve their top objectives are:

- ☐ B. By aligning workforce decisions with business goals amid changing market dynamics and skills shortages One of the CHRO's top objectives is aligning workforce decisions with business goals - a core benefit of SAP Business Suite's integrated HR and AI-assisted capabilities.
- ☐ C. By enabling agile and compliant HR in an increasingly complex legal and regulatory landscape SAP Business Suite supports compliance by managing HR processes that adapt to evolving global regulations, helping CHROs maintain agility and governance.

- ☐ D. By ensuring an engaged and productive workforce as competition intensifies and expectations evolve CHROs seek to build an engaged and productive workforce; SAP Business Suite provides AI-enabled tools and unified experiences to support employee engagement and performance.
 - ☐ A. Maintaining customer data for accurate analysis - This is outside HR scope.
 - ☐ E. Managing uncertainty via real-time planning and scenario analysis - While valuable, it's more aligned with finance/operations, not a primary CHRO objective per the source.
- Final correct answers: B, C, and D.

NEW QUESTION # 24

How o the HCM capabilities of SAP Business Suite help HR leaders?Note: There are 3 correct answers to this question.

- **A. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change.**
- B. By streamlining the source-to-pay process, enhancing procurement activities and business performance.
- **C. By establishing a single source of truth for people and skills data to drive more informed business decisions**
- D. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation based on aspirations, skills, and career paths
- **E. By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently**

Answer: A,C,E

Explanation:

Solution:

B . By empowering companies to extend their HR investments, create better employee-facing processes, and integrate data to run more efficiently SAP SuccessFactors Core HR and Payroll enable a connected cloud HR and ERP approach that helps organizations break down silos, enabling seamless employee processes and integrated people data-improving efficiency across the business SAP Learning.

☐ D. By offering automated regulatory updates and alerts to stay ahead of the curve and never miss a critical change Core HR includes document management with automated retention rules and secure audit trails-ensuring HR compliance and proactively managing regulatory requirements SAP Learning.

☐ E. By establishing a single source of truth for people and skills data to drive more informed business decisions The platform centralizes HR data into a shared people data model across HR and finance, enabling real-time, accurate insights and a single source of HR truth SAP Learning.

☐ A. By providing the tools needed to help employees achieve their goals with career status insights and personalized role recommendation...

This reflects talent management capabilities, not the core HR functionality of SAP SuccessFactors HCM.

☐ C. By streamlining the source-to-pay process, enhancing procurement activities...

This pertains to procurement and finance-not HR leadership functions.

Final correct answers (per learning.sap.com): B, D and E.

NEW QUESTION # 25

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